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Report of the United Nations Commission on International Trade Law on the work of its fifty-first session

Report of the Sixth Committee

Rapporteur: Ms. Nadia Alexandra **Kalb** (Austria)

I. Introduction

1. At its 3rd plenary meeting, on 21 September 2018, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its seventy-third session the item entitled "Report of the United Nations Commission on International Trade Law on the work of its fifty-first session" and to allocate it to the Sixth Committee.

2. The Sixth Committee considered the item at its 15th, 32nd and 34th meetings, on 16 October and 2 and 6 November 2018. The views of the representatives who spoke during the Committee's consideration of the item are reflected in the relevant summary records.[1]

3. For its consideration of the item, the Committee had before it the report of the United Nations Commission on International Trade Law on the work of its fifty-first session (A/73/17).

4. At the 15th meeting, on 16 October, the Chair of the United Nations Commission on International Trade Law at its fifty-first session introduced the report of the Commission on the work of its fifty-first session.

II. Consideration of proposals

A. Draft resolution A/C.6/73/L.11

5. At the 32nd meeting, on 2 November, the representative of Austria, on behalf of Argentina, Armenia, Austria, Belarus, Belgium, Bulgaria, Canada, Central African Republic, Croatia, Cyprus, Czechia, El Salvador, Finland, France, Germany, Greece,

[1] A/C.6/73/SR.15, A/C.6/73/SR.32 and A/C.6/73/SR.34.

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Honduras, Hungary, Iceland, India, Ireland, Israel, Italy, Japan, Latvia, Liechtenstein, Lithuania, Malaysia, Mauritius, Namibia, Poland, Portugal, Republic of Moldova, Romania, Singapore, Slovakia, Sweden, Thailand and Ukraine, introduced a draft resolution entitled "Report of the United Nations Commission on International Trade Law on the work of its fifty-first session" (A/C.6/73/L.11). At the same meeting, the representative of Austria announced that Mexico, the Russian Federation, Seychelles and Switzerland had joined in sponsoring the draft resolution.

6. At the 34th meeting, on 6 November, the representative of Austria announced that Serbia and Spain had also joined in sponsoring the draft resolution.

7. At the same meeting, the Committee adopted draft resolution A/C.6/73/L.11 without a vote (see para. 14, draft resolution I).

B. Draft resolution A/C.6/73/L.12

8. At the 32nd meeting, on 2 November, the representative of Austria, on behalf of the Bureau, introduced a draft resolution entitled "United Nations Convention on International Settlement Agreements Resulting from Mediation" (A/C.6/73/L.12).

9. At its 34th meeting, on 6 November, the Committee adopted draft resolution A/C.6/73/L.12 without a vote (see para. 14, draft resolution II). The representative of Singapore made a statement in explanation of position, after the adoption of the draft resolution.

C. Draft resolution A/C.6/73/L.13

10. At the 32nd meeting, on 2 November, the representative of Austria, on behalf of the Bureau, introduced a draft resolution entitled "Model Law on International Commercial Mediation and International Settlement Agreements Resulting from Mediation of the United Nations Commission on International Trade Law" (A/C.6/73/L.13).

11. At its 34th meeting, on 6 November, the Committee adopted draft resolution A/C.6/73/L.13 without a vote (see para. 14, draft resolution III).

D. Draft resolution A/C.6/73/L.14

12. At the 32nd meeting, on 2 November, the representative of Austria, on behalf of the Bureau, introduced a draft resolution entitled "Model Law on Recognition and Enforcement of Insolvency-Related Judgments of the United Nations Commission on International Trade Law" (A/C.6/73/L.14).

13. At its 34th meeting, on 6 November, the Committee adopted draft resolution A/C.6/73/L.14 without a vote (see para. 14, draft resolution IV).

III. Recommendations of the Sixth Committee

14. The Sixth Committee recommends to the General Assembly the adoption of the following draft resolutions:

Draft resolution I
Report of the United Nations Commission on International Trade Law on the work of its fifty-first session

The General Assembly,

Recalling its resolution 2205 (XXI) of 17 December 1966, by which it established the United Nations Commission on International Trade Law with a mandate to further the progressive harmonization and unification of the law of international trade and in that respect to bear in mind the interests of all peoples, in particular those of developing countries, in the extensive development of international trade,

Reaffirming its belief that the progressive modernization and harmonization of international trade law, in reducing or removing legal obstacles to the flow of international trade, especially those affecting developing countries, would contribute significantly to universal economic cooperation among all States on a basis of equality, equity, common interest and respect for the rule of law, to the elimination of discrimination in international trade and, thereby, to peace, stability and the well-being of all peoples,

Having considered the report of the Commission,[1]

Reiterating its concern that activities undertaken by other bodies in the field of international trade law without adequate coordination with the Commission might lead to undesirable duplication of efforts and would not be in keeping with the aim of promoting efficiency, consistency and coherence in the unification and harmonization of international trade law,

Reaffirming the mandate of the Commission, as the core legal body within the United Nations system in the field of international trade law, to coordinate legal activities in this field, in particular to avoid duplication of efforts, including among organizations formulating rules of international trade, and to promote efficiency, consistency and coherence in the modernization and harmonization of international trade law, and to continue, through its secretariat, to maintain close cooperation with other international organs and organizations, including regional organizations, active in the field of international trade law,

1. *Takes note with appreciation* of the report of the United Nations Commission on International Trade Law;[1]

2. *Commends* the Commission for the finalization of the draft convention on international settlement agreements resulting from mediation;[2]

3. *Also commends* the Commission for the finalization and adoption of the Model Law on International Commercial Mediation and International Settlement Agreements Resulting from Mediation,[3] the Legislative Guide on Key Principles of a

[1] *Official Records of the General Assembly, Seventy-third Session, Supplement No. 17* (A/73/17).
[2] Ibid., chap. III, sect. B, and annex I.
[3] Ibid., chap. III, sect. C, and annex II.

Business Registry[4] and the Model Law on Recognition and Enforcement of Insolvency-Related Judgments and its Guide to Enactment;[5]

4. *Notes with appreciation* the event held to mark the sixtieth anniversary of the Convention on the Recognition and Enforcement of Foreign Arbitral Awards (the New York Convention of 1958),[6] at which it was acknowledged that the Convention, with its almost universal acceptance, brings legal certainty to business operations worldwide, thereby contributing to decreasing the level of risk and transactional costs associated with international trade, furthering the Sustainable Development Goals[7] and, by establishing a fundamental legal framework for the use of arbitration and its effectiveness, strengthens respect for binding commitments, inspires confidence in the rule of law and ensures fair treatment in the resolution of disputes arising over contractual rights and obligations;[8]

5. *Notes with satisfaction* the contributions from the Fund for International Development of the Organization of the Petroleum Exporting Countries and from the European Commission, which allow the operation of the repository of published information under the Rules on Transparency in Treaty-based Investor-State Arbitration[9] and that the Commission reiterated its strong and unanimous opinion that the secretariat of the Commission should continue to operate the transparency repository, which constitutes a central feature both of the Rules on Transparency and of the United Nations Convention on Transparency in Treaty-based Investor-State Arbitration (Mauritius Convention on Transparency);[10]

6. *Requests* the Secretary-General to continue to operate, through the secretariat of the Commission, the repository of published information in accordance with article 8 of the Rules on Transparency, as a pilot project until the end of 2020, to be funded entirely by voluntary contributions, and to keep the General Assembly informed of developments regarding the funding and budgetary situation of the transparency repository based on its pilot operation;

7. *Takes note with interest* of the decisions taken by the Commission as regards its future work and the progress made by the Commission in its work in the areas of micro, small and medium-sized enterprises, dispute settlement, investor-State dispute settlement reform, electronic commerce, insolvency law and security interests and privately financed infrastructure projects,[11] as well as the decisions to take up work on expedited arbitration and, as its next priority, the judicial sale of ships, to conduct exploratory and preparatory work on warehouse receipts, to compile information on legal issues related to the digital economy aimed at enabling the commercial use of new technologies and methods and assisting developing economies in bridging the digital gap, and to undertake exploratory work on contractual networks and the civil law aspects of asset tracing and recovery,[12] and encourages the Commission to continue to move forward efficiently to achieve tangible work outcomes in those areas;

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[4] Ibid., chap. IV, sects. B and C.

[5] Ibid., chap. V, sect. A, and annex III.

[6] United Nations, *Treaty Series*, vol. 330, No. 4739.

[7] See resolution 70/1.

[8] See *Official Records of the General Assembly, Seventy-third Session, Supplement No. 17* (A/73/17), chap. X.

[9] Ibid., *Sixty-eighth Session, Supplement No. 17* (A/68/17), annex I.

[10] Resolution 69/116, annex.

[11] See *Official Records of the General Assembly, Seventy-third Session, Supplement No. 17* (A/73/17), chaps. IV–IX.

[12] Ibid., chap. XVII, sects. A and B.

8. *Welcomes* the decision by the Commission to give Working Group IV a more specific mandate to conduct work on legal issues in the area of identity management and trust services with a view to facilitating cross-border recognition of identity management and trust services on the basis of the principles and issues identified by the Working Group at its fifty-sixth session,[13] and takes note of the decision of the Commission to request the Secretariat to prepare, within existing resources, a pilot online tool containing the draft notes on the main issues of cloud computing contracts, for consideration at its next session, in 2019;[14]

9. *Endorses* the efforts and initiatives of the Commission, as the core legal body within the United Nations system in the field of international trade law, aimed at increasing coordination of and cooperation on legal activities of international and regional organizations active in the field of international trade law and at promoting the rule of law at the national and international levels in this field, and in this regard appeals to relevant international and regional organizations to coordinate their activities with those of the Commission, to avoid duplication of efforts and to promote efficiency, consistency and coherence in the modernization and harmonization of international trade law;

10. *Reaffirms* the importance, in particular for developing countries, of the work of the Commission concerned with technical cooperation and assistance in the field of international trade law reform and development, and in this connection:

(a) Welcomes the initiatives of the Commission towards expanding, through its secretariat, its technical cooperation and assistance programme, in that respect encourages the Secretary-General to seek partnerships with State and non-State actors to increase awareness about the work of the Commission and facilitate the effective implementation of legal standards resulting from its work, and notes in that regard the round table on technical assistance held during the fifty-first session of the Commission, which brought together governmental and intergovernmental organizations active in international development assistance to explore synergies and discuss ways to further cooperate with the secretariat of the Commission in implementing sound reforms of international trade law;

(b) Expresses its appreciation to the Commission for carrying out technical cooperation and assistance activities and for providing assistance with legislative drafting in the field of international trade law, and draws the attention of the Secretary-General to the limited resources that are made available in this field;

(c) Expresses its appreciation to the Governments whose contributions enabled the technical cooperation and assistance activities to take place, and appeals to Governments, the relevant bodies of the United Nations system, organizations, institutions and individuals to make voluntary contributions to the United Nations Commission on International Trade Law trust fund for symposia and, where appropriate, for the financing of special projects and otherwise to assist the secretariat of the Commission in carrying out technical cooperation and assistance activities, in particular in developing countries;

(d) Reiterates its appeal to the United Nations Development Programme and other bodies responsible for development assistance, such as the World Bank and regional development banks, as well as to Governments in their bilateral aid programmes, to support the technical cooperation and assistance programme of the Commission and to cooperate with the Commission and coordinate their activities with those of the Commission in the light of the relevance and importance of the work and programmes of the Commission for the promotion of the rule of law at the

[13] Ibid., chap. VIII, para. 159.
[14] Ibid., para. 155.

national and international levels and for the implementation of the international development agenda, including the achievement of the 2030 Agenda for Sustainable Development;[7]

(e) Recalls its resolutions stressing the need to strengthen support to Member States, upon their request, in the domestic implementation of their respective international obligations through enhanced technical assistance and capacity-building, and welcomes the efforts of the Secretary-General to ensure greater coordination and coherence among United Nations entities and with donors and recipients;

11. *Recalls* the importance of adherence to the rules of procedure and methods of work of the Commission, including transparent and inclusive deliberations, taking into account the summary of conclusions as reproduced in annex III to the report on the work of its forty-third session,[15] requests the Secretariat to issue, prior to meetings of the Commission and of its working groups, a reminder of those rules of procedure and methods of work with a view to ensuring the high quality of the work of the Commission and encouraging the assessment of its instruments, recalls in this regard its previous resolutions related to this matter, and notes that the Commission, during its fifty-first session, welcomed a joint comprehensive proposal submitted by Member States on its methods of work, including to use information-only documents on matters not requiring in-depth discussions, to apply a flexible approach to the allocation of meeting days with the goal of finalizing instruments and subsequently making decisions on future work in consecutive sessions of the Commission, to conduct a more efficient discussion of the topic of the role of the Commission in the promotion of the rule of law and to explore the possibility of reducing the duration of Commission sessions to two weeks, when possible and subject to the need for finalization of ongoing projects by the Commission, all aimed at enhancing the efficiency of the Commission's work as well as reducing the burden on delegations, and to streamline and focus the Commission's agenda and preparation for the session, and notes in that respect that the Secretariat was requested to plan and prepare for the fifty-second session of the Commission, in 2019, on the basis of that proposal;[16]

12. *Welcomes* the activities of the United Nations Commission on International Trade Law Regional Centre for Asia and the Pacific, in the Republic of Korea, towards providing capacity-building and technical assistance services to States in the Asia-Pacific region, including to international and regional organizations, expresses its appreciation to the Republic of Korea and China, whose contributions enabled continuing operation of the Regional Centre, notes that the continuation of the regional presence relies entirely on extrabudgetary resources, including but not limited to voluntary contributions from States, welcomes expressions of interest from other States in hosting regional centres of the Commission, and requests the Secretary-General to keep the General Assembly informed of developments regarding the establishment of regional centres, in particular their funding and budgetary situation;

13. *Notes* that, further to the offer of the Government of Cameroon in 2017, approved by the Commission, to establish, subject to the relevant rules and regulations of the United Nations and the internal approval process of the Office of Legal Affairs of the Secretariat, a regional centre for Africa in Cameroon,[17] the Government of Cameroon is continuing to examine the financial implications and the feasibility of establishing that regional centre, and encourages the secretariat of the Commission to continue its consultations and consider carefully the level of human

[15] Ibid., *Sixty-fifth Session, Supplement No. 17* (A/65/17).

[16] Ibid., *Seventy-third Session, Supplement No. 17* (A/73/17), chap. XVIII, sect. A.

[17] Ibid., *Seventy-second Session, Supplement No. 17* (A/72/17), para. 293.

resources that it would need for the efficient management of any new regional centre and for ensuring adequate supervision by, and coordination with, Vienna-based secretariat staff,[18] and requests the Commission, in its annual report, to keep the General Assembly informed of developments regarding the project, in particular its funding and budgetary situation;

14. *Appeals* to Governments, the relevant bodies of the United Nations system, organizations, institutions and individuals to make voluntary contributions to the trust fund established to provide travel assistance to developing countries that are members of the Commission, at their request and in consultation with the Secretary-General, in order to enable renewal of the provision of that assistance and to increase expert representation from developing countries at sessions of the Commission and its working groups, necessary to build local expertise and capacities in those countries to put in place a regulatory and enabling environment for business, trade and investment;

15. *Decides*, in order to ensure full participation of all Member States in the sessions of the Commission and its working groups, to continue, in the competent Main Committee during the seventy-third session of the General Assembly, its consideration of granting travel assistance to the least developed countries that are members of the Commission, at their request and in consultation with the Secretary-General, and notes the contributions from the European Union and the Swiss Agency for Development and Cooperation to the trust fund, which would facilitate the participation of representatives of developing States in the deliberations of Working Group III;

16. *Endorses* the conviction of the Commission that the implementation and effective use of modern private law standards in international trade are essential for advancing good governance, sustained economic development and the eradication of poverty and hunger and that the promotion of the rule of law in commercial relations should be an integral part of the broader agenda of the United Nations to promote the rule of law at the national and international levels, including through the Rule of Law Coordination and Resource Group, supported by the Rule of Law Unit in the Executive Office of the Secretary-General;

17. *Notes* the role of the Commission in promoting the rule of law, respective activity in the Commission at its fifty-first session[19] and the comments transmitted by the Commission, pursuant to paragraph 25 of General Assembly resolution 72/119 of 7 December 2017, highlighting the role in the promotion of the rule of law of the texts adopted or approved by the Commission and of its ongoing work, in particular through wide dissemination of international commercial law, including across the United Nations system;[20]

18. *Notes with satisfaction* that, in paragraph 8 of the declaration of the high-level meeting of the General Assembly on the rule of law at the national and international levels, adopted by consensus as resolution 67/1 of 24 September 2012, Member States recognized the importance of fair, stable and predictable legal frameworks for generating inclusive, sustainable and equitable development, economic growth and employment, generating investment and facilitating entrepreneurship and, in this regard, commended the work of the Commission in modernizing and harmonizing international trade law and that, in paragraph 7 of the declaration, Member States expressed their conviction that the rule of law and development were strongly interrelated and mutually reinforcing;

[18] Ibid., *Seventy-third Session, Supplement No. 17* (A/73/17), para. 200.
[19] Ibid., paras. 230–231.
[20] Ibid., chap. XV.

19. *Also notes with satisfaction* that, in paragraph 89 of the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, adopted by the General Assembly by consensus as resolution 69/313 of 27 July 2015, States endorsed the efforts and initiatives of the Commission, as the core legal body within the United Nations system in the field of international trade law, aimed at increasing coordination of and cooperation on legal activities of international and regional organizations active in the field of international trade law and at promoting the rule of law at the national and international levels in this field;

20. *Reiterates its request* to the Secretary-General, in conformity with resolutions of the General Assembly on documentation-related matters,[21] which, in particular, emphasize that any invitation to limit, where appropriate, the length of documents should not adversely affect either the quality of the presentation or the substance of the documents, to bear in mind the particular characteristics of the mandate and functions of the Commission in the progressive development and codification of international trade law when implementing page limits with respect to the documentation of the Commission;[22]

21. *Requests* the Secretary-General to continue the publication of Commission standards and the provision of summary records of the meetings of the Commission, including committees of the whole established by the Commission for the duration of its annual session, relating to the formulation of normative texts, and takes note of the decision of the Commission to continue the trial use of digital recordings, in parallel with summary records where applicable, with a view to assessing the experience of using digital recordings and, on the basis of that assessment, taking a decision at a future session regarding the possible replacement of summary records by digital recordings;[23]

22. *Recalls* paragraph 48 of its resolution 66/246 of 24 December 2011 regarding the rotation scheme of meetings between Vienna and New York;

23. *Stresses* the importance of promoting the use of texts emanating from the work of the Commission for the global unification and harmonization of international trade law, and to this end urges States that have not yet done so to consider signing, ratifying or acceding to conventions, enacting model laws and encouraging the use of other relevant texts;

24. *Notes with appreciation* the work of the Secretariat on the system for the collection and dissemination of case law on Commission texts in the six official languages of the United Nations (the CLOUT system), notes the resource-intensive nature of the system, acknowledges the need for further resources to sustain and expand it, and in this regard welcomes efforts by the Secretariat towards building partnerships with interested institutions, and appeals to Governments, the relevant bodies of the United Nations system, organizations, institutions and individuals to assist the secretariat of the Commission in raising awareness as to the availability and usefulness of the CLOUT system in professional, academic and judiciary circles and in securing the funding required for the coordination and expansion of the system and the establishment, within the secretariat of the Commission, of a pillar focused on the promotion of ways and means of interpreting Commission texts in a uniform manner;

25. *Welcomes* the continuing work of the Secretariat on digests of case law related to Commission texts, including their wide dissemination, as well as the

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[21] Resolutions 52/214, sect. B, 57/283 B, sect. III, and 58/250, sect. III.

[22] See resolutions 59/39, para. 9, and 65/21, para. 18; see also *Official Records of the General Assembly, Fifty-ninth Session, Supplement No. 17* (A/59/17), paras. 124–128.

[23] See *Official Records of the General Assembly, Sixty-ninth Session, Supplement No. 17* (A/69/17), para. 276.

continuing increase in the number of abstracts available through the CLOUT system, in view of the role of the digests and the CLOUT system as important tools for the promotion of the uniform interpretation of international trade law, in particular by building local capacity of judges, arbitrators and other legal practitioners to interpret those standards in the light of their international character and the need to promote uniformity in their application and the observance of good faith in international trade, and notes the satisfaction of the Commission with the performance of the New York Convention website[24] and the successful coordination between that website and the CLOUT system;

26. *Recalls* its resolutions affirming the importance of high-quality, user-friendly and cost-effective United Nations websites and the need for their multilingual development, maintenance and enrichment,[25] commends the fact that the website of the Commission is published simultaneously in the six official languages of the United Nations, and welcomes the continuous efforts of the Commission to maintain and improve its website, including by developing its latest updated version, and to enhance the visibility of its work by utilizing social media features in accordance with the applicable guidelines.[26]

[24] www.newyorkconvention1958.org.

[25] Resolution 52/214, sect. C, para. 3; 55/222, sect. III, para. 12; 56/64 B, sect. X; 57/130 B, sect. X; 58/101 B, sect. V, paras. 61–76; 59/126 B, sect. V, paras. 76–95; 60/109 B, sect. IV, paras. 66–80; and 61/121 B, sect. IV, paras. 65–77.

[26] See resolution 63/120, para. 20.

Draft resolution II
United Nations Convention on International Settlement Agreements Resulting from Mediation

The General Assembly,

Recalling its resolution 2205 (XXI) of 17 December 1966, by which it established the United Nations Commission on International Trade Law with a mandate to further the progressive harmonization and unification of the law of international trade and in that respect to bear in mind the interests of all peoples, in particular those of developing countries, in the extensive development of international trade,

Recalling also its resolution 57/18 of 19 November 2002, in which it noted the adoption by the Commission of the Model Law on International Commercial Conciliation[1] and expressed the conviction that the Model Law, together with the Conciliation Rules of the Commission[2] recommended in its resolution 35/52 of 4 December 1980, contributes significantly to the establishment of a harmonized legal framework for the fair and efficient settlement of disputes arising in international commercial relations,

Recognizing the value of mediation as a method of amicably settling disputes arising in the context of international commercial relations,

Convinced that the adoption of a convention on international settlement agreements resulting from mediation that is acceptable to States with different legal, social and economic systems would complement the existing legal framework on international mediation and contribute to the development of harmonious international economic relations,

Noting that the decision of the Commission to concurrently prepare a convention on international settlement agreements resulting from mediation and an amendment to the Model Law on International Commercial Conciliation was intended to accommodate the different levels of experience with mediation in different jurisdictions and to provide States with consistent standards on the cross-border enforcement of international settlement agreements resulting from mediation, without creating any expectation that interested States may adopt either instrument,[3]

Noting with satisfaction that the preparation of the draft convention was the subject of due deliberation and that the draft convention benefited from consultations with Governments as well as intergovernmental and non-governmental organizations,

Taking note of the decision of the Commission at its fifty-first session to submit the draft convention to the General Assembly for its consideration,[4]

Taking note with satisfaction of the draft convention approved by the Commission,[5]

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[1] Resolution 57/18, annex.

[2] *Official Records of the General Assembly, Thirty-fifth Session, Supplement No. 17* (A/35/17), para. 106; see also *Yearbook of the United Nations Commission on International Trade Law*, vol. XI: 1980, part three, annex II.

[3] *Official Records of the General Assembly, Seventy-second Session, Supplement No. 17* (A/72/17), paras. 238–239; see also A/CN.9/901, para. 52.

[4] *Official Records of the General Assembly, Seventy-third Session, Supplement No. 17* (A/73/17), para. 49.

[5] Ibid., annex I.

Expressing its appreciation to the Government of Singapore for its offer to host a signing ceremony for the Convention in Singapore,

1. *Commends* the United Nations Commission on International Trade Law for preparing the draft convention on international settlement agreements resulting from mediation;

2. *Adopts* the United Nations Convention on International Settlement Agreements Resulting from Mediation, contained in the annex to the present resolution;

3. *Authorizes* a ceremony for the opening for signature of the Convention to be held in Singapore on 7 August 2019, and recommends that the Convention be known as the "Singapore Convention on Mediation";

4. *Calls upon* those Governments and regional economic integration organizations that wish to strengthen the legal framework on international dispute settlement to consider becoming a party to the Convention.

Annex
United Nations Convention on International Settlement Agreements Resulting from Mediation

Preamble

The Parties to this Convention,

Recognizing the value for international trade of mediation as a method for settling commercial disputes in which the parties in dispute request a third person or persons to assist them in their attempt to settle the dispute amicably,

Noting that mediation is increasingly used in international and domestic commercial practice as an alternative to litigation,

Considering that the use of mediation results in significant benefits, such as reducing the instances where a dispute leads to the termination of a commercial relationship, facilitating the administration of international transactions by commercial parties and producing savings in the administration of justice by States,

Convinced that the establishment of a framework for international settlement agreements resulting from mediation that is acceptable to States with different legal, social and economic systems would contribute to the development of harmonious international economic relations,

Have agreed as follows:

Article 1. Scope of application

1. This Convention applies to an agreement resulting from mediation and concluded in writing by parties to resolve a commercial dispute ("settlement agreement") which, at the time of its conclusion, is international in that:

(a) At least two parties to the settlement agreement have their places of business in different States; or

(b) The State in which the parties to the settlement agreement have their places of business is different from either:

(i) The State in which a substantial part of the obligations under the settlement agreement is performed; or

(ii) The State with which the subject matter of the settlement agreement is most closely connected.

2. This Convention does not apply to settlement agreements:

(a) Concluded to resolve a dispute arising from transactions engaged in by one of the parties (a consumer) for personal, family or household purposes;

(b) Relating to family, inheritance or employment law.

3. This Convention does not apply to:

(a) Settlement agreements:

(i) That have been approved by a court or concluded in the course of proceedings before a court; and

(ii) That are enforceable as a judgment in the State of that court;

(b) Settlement agreements that have been recorded and are enforceable as an arbitral award.

Article 2. Definitions

1. For the purposes of article 1, paragraph 1:

(a) If a party has more than one place of business, the relevant place of business is that which has the closest relationship to the dispute resolved by the settlement agreement, having regard to the circumstances known to, or contemplated by, the parties at the time of the conclusion of the settlement agreement;

(b) If a party does not have a place of business, reference is to be made to the party's habitual residence.

2. A settlement agreement is "in writing" if its content is recorded in any form. The requirement that a settlement agreement be in writing is met by an electronic communication if the information contained therein is accessible so as to be useable for subsequent reference.

3. "Mediation" means a process, irrespective of the expression used or the basis upon which the process is carried out, whereby parties attempt to reach an amicable settlement of their dispute with the assistance of a third person or persons ("the mediator") lacking the authority to impose a solution upon the parties to the dispute.

Article 3. General principles

1. Each Party to the Convention shall enforce a settlement agreement in accordance with its rules of procedure and under the conditions laid down in this Convention.

2. If a dispute arises concerning a matter that a party claims was already resolved by a settlement agreement, a Party to the Convention shall allow the party to invoke the settlement agreement in accordance with its rules of procedure and under the conditions laid down in this Convention, in order to prove that the matter has already been resolved.

Article 4. Requirements for reliance on settlement agreements

1. A party relying on a settlement agreement under this Convention shall supply to the competent authority of the Party to the Convention where relief is sought:

(a) The settlement agreement signed by the parties;

(b) Evidence that the settlement agreement resulted from mediation, such as:

(i) The mediator's signature on the settlement agreement;

(ii) A document signed by the mediator indicating that the mediation was carried out;

(iii) An attestation by the institution that administered the mediation; or

(iv) In the absence of (i), (ii) or (iii), any other evidence acceptable to the competent authority.

2. The requirement that a settlement agreement shall be signed by the parties or, where applicable, the mediator is met in relation to an electronic communication if:

(a) A method is used to identify the parties or the mediator and to indicate the parties' or mediator's intention in respect of the information contained in the electronic communication; and

(b) The method used is either:

(i) As reliable as appropriate for the purpose for which the electronic communication was generated or communicated, in the light of all the circumstances, including any relevant agreement; or

(ii) Proven in fact to have fulfilled the functions described in subparagraph (a) above, by itself or together with further evidence.

3. If the settlement agreement is not in an official language of the Party to the Convention where relief is sought, the competent authority may request a translation thereof into such language.

4. The competent authority may require any necessary document in order to verify that the requirements of the Convention have been complied with.

5. When considering the request for relief, the competent authority shall act expeditiously.

Article 5. Grounds for refusing to grant relief

1. The competent authority of the Party to the Convention where relief is sought under article 4 may refuse to grant relief at the request of the party against whom the relief is sought only if that party furnishes to the competent authority proof that:

(a) A party to the settlement agreement was under some incapacity;

(b) The settlement agreement sought to be relied upon:

(i) Is null and void, inoperative or incapable of being performed under the law to which the parties have validly subjected it or, failing any indication thereon, under the law deemed applicable by the competent authority of the Party to the Convention where relief is sought under article 4;

(ii) Is not binding, or is not final, according to its terms; or

(iii) Has been subsequently modified;

(c) The obligations in the settlement agreement:

(i) Have been performed; or

(ii) Are not clear or comprehensible;

(d) Granting relief would be contrary to the terms of the settlement agreement;

(e) There was a serious breach by the mediator of standards applicable to the mediator or the mediation without which breach that party would not have entered into the settlement agreement; or

(f) There was a failure by the mediator to disclose to the parties circumstances that raise justifiable doubts as to the mediator's impartiality or independence and such failure to disclose had a material impact or undue influence on a party without which failure that party would not have entered into the settlement agreement.

2. The competent authority of the Party to the Convention where relief is sought under article 4 may also refuse to grant relief if it finds that:

(a) Granting relief would be contrary to the public policy of that Party; or

(b) The subject matter of the dispute is not capable of settlement by mediation under the law of that Party.

Article 6. Parallel applications or claims

If an application or a claim relating to a settlement agreement has been made to a court, an arbitral tribunal or any other competent authority which may affect the relief being sought under article 4, the competent authority of the Party to the Convention where such relief is sought may, if it considers it proper, adjourn the decision and may also, on the request of a party, order the other party to give suitable security.

Article 7. Other laws or treaties

This Convention shall not deprive any interested party of any right it may have to avail itself of a settlement agreement in the manner and to the extent allowed by the law or the treaties of the Party to the Convention where such settlement agreement is sought to be relied upon.

Article 8. Reservations

1. A Party to the Convention may declare that:

(a) It shall not apply this Convention to settlement agreements to which it is a party, or to which any governmental agencies or any person acting on behalf of a governmental agency is a party, to the extent specified in the declaration;

(b) It shall apply this Convention only to the extent that the parties to the settlement agreement have agreed to the application of the Convention.

2. No reservations are permitted except those expressly authorized in this article.

3. Reservations may be made by a Party to the Convention at any time. Reservations made at the time of signature shall be subject to confirmation upon ratification, acceptance or approval. Such reservations shall take effect simultaneously with the entry into force of this Convention in respect of the Party to the Convention concerned. Reservations made at the time of ratification, acceptance or approval of this Convention or accession thereto, or at the time of making a declaration under article 13 shall take effect simultaneously with the entry into force of this Convention in respect of the Party to the Convention concerned. Reservations deposited after the entry into force of the Convention for that Party to the Convention shall take effect six months after the date of the deposit.

4. Reservations and their confirmations shall be deposited with the depositary.

5. Any Party to the Convention that makes a reservation under this Convention may withdraw it at any time. Such withdrawals are to be deposited with the depositary, and shall take effect six months after deposit.

Article 9. Effect on settlement agreements

The Convention and any reservation or withdrawal thereof shall apply only to settlement agreements concluded after the date when the Convention, reservation or withdrawal thereof enters into force for the Party to the Convention concerned.

Article 10. Depositary

The Secretary-General of the United Nations is hereby designated as the depositary of this Convention.

Article 11. Signature, ratification, acceptance, approval, accession

1. This Convention is open for signature by all States in Singapore, on 7 August 2019, and thereafter at United Nations Headquarters in New York.

2. This Convention is subject to ratification, acceptance or approval by the signatories.

3. This Convention is open for accession by all States that are not signatories as from the date it is open for signature.

4. Instruments of ratification, acceptance, approval or accession are to be deposited with the depositary.

Article 12. Participation by regional economic integration organizations

1. A regional economic integration organization that is constituted by sovereign States and has competence over certain matters governed by this Convention may similarly sign, ratify, accept, approve or accede to this Convention. The regional economic integration organization shall in that case have the rights and obligations of a Party to the Convention, to the extent that that organization has competence over matters governed by this Convention. Where the number of Parties to the Convention is relevant in this Convention, the regional economic integration organization shall not count as a Party to the Convention in addition to its member States that are Parties to the Convention.

2. The regional economic integration organization shall, at the time of signature, ratification, acceptance, approval or accession, make a declaration to the depositary specifying the matters governed by this Convention in respect of which competence has been transferred to that organization by its member States. The regional economic integration organization shall promptly notify the depositary of any changes to the distribution of competence, including new transfers of competence, specified in the declaration under this paragraph.

3. Any reference to a "Party to the Convention", "Parties to the Convention", a "State" or "States" in this Convention applies equally to a regional economic integration organization where the context so requires.

4. This Convention shall not prevail over conflicting rules of a regional economic integration organization, whether such rules were adopted or entered into force before or after this Convention: (a) if, under article 4, relief is sought in a State that is member of such an organization and all the States relevant under article 1, paragraph 1, are members of such an organization; or (b) as concerns the recognition or enforcement of judgments between member States of such an organization.

Article 13. Non-unified legal systems

1. If a Party to the Convention has two or more territorial units in which different systems of law are applicable in relation to the matters dealt with in this Convention,

it may, at the time of signature, ratification, acceptance, approval or accession, declare that this Convention is to extend to all its territorial units or only to one or more of them, and may amend its declaration by submitting another declaration at any time.

2. These declarations are to be notified to the depositary and are to state expressly the territorial units to which the Convention extends.

3. If a Party to the Convention has two or more territorial units in which different systems of law are applicable in relation to the matters dealt with in this Convention:

(a) Any reference to the law or rule of procedure of a State shall be construed as referring, where appropriate, to the law or rule of procedure in force in the relevant territorial unit;

(b) Any reference to the place of business in a State shall be construed as referring, where appropriate, to the place of business in the relevant territorial unit;

(c) Any reference to the competent authority of the State shall be construed as referring, where appropriate, to the competent authority in the relevant territorial unit.

4. If a Party to the Convention makes no declaration under paragraph 1 of this article, the Convention is to extend to all territorial units of that State.

Article 14. Entry into force

1. This Convention shall enter into force six months after deposit of the third instrument of ratification, acceptance, approval or accession.

2. When a State ratifies, accepts, approves or accedes to this Convention after the deposit of the third instrument of ratification, acceptance, approval or accession, this Convention shall enter into force in respect of that State six months after the date of the deposit of its instrument of ratification, acceptance, approval or accession. The Convention shall enter into force for a territorial unit to which this Convention has been extended in accordance with article 13 six months after the notification of the declaration referred to in that article.

Article 15. Amendment

1. Any Party to the Convention may propose an amendment to the present Convention by submitting it to the Secretary-General of the United Nations. The Secretary-General shall thereupon communicate the proposed amendment to the Parties to the Convention with a request that they indicate whether they favour a conference of Parties to the Convention for the purpose of considering and voting upon the proposal. In the event that within four months from the date of such communication at least one third of the Parties to the Convention favour such a conference, the Secretary-General shall convene the conference under the auspices of the United Nations.

2. The conference of Parties to the Convention shall make every effort to achieve consensus on each amendment. If all efforts at consensus are exhausted and no consensus is reached, the amendment shall, as a last resort, require for its adoption a two-thirds majority vote of the Parties to the Convention present and voting at the conference.

3. An adopted amendment shall be submitted by the depositary to all the Parties to the Convention for ratification, acceptance or approval.

4. An adopted amendment shall enter into force six months after the date of deposit of the third instrument of ratification, acceptance or approval. When an amendment

enters into force, it shall be binding on those Parties to the Convention that have expressed consent to be bound by it.

5. When a Party to the Convention ratifies, accepts or approves an amendment following the deposit of the third instrument of ratification, acceptance or approval, the amendment shall enter into force in respect of that Party to the Convention six months after the date of the deposit of its instrument of ratification, acceptance or approval.

Article 16. Denunciations

1. A Party to the Convention may denounce this Convention by a formal notification in writing addressed to the depositary. The denunciation may be limited to certain territorial units of a non-unified legal system to which this Convention applies.

2. The denunciation shall take effect 12 months after the notification is received by the depositary. Where a longer period for the denunciation to take effect is specified in the notification, the denunciation shall take effect upon the expiration of such longer period after the notification is received by the depositary. The Convention shall continue to apply to settlement agreements concluded before the denunciation takes effect.

DONE in a single original, of which the Arabic, Chinese, English, French, Russian and Spanish texts are equally authentic.

Draft resolution III
Model Law on International Commercial Mediation and International Settlement Agreements Resulting from Mediation of the United Nations Commission on International Trade Law

The General Assembly,

Recalling its resolution 2205 (XXI) of 17 December 1966, by which it established the United Nations Commission on International Trade Law with a mandate to further the progressive harmonization and unification of the law of international trade and in that respect to bear in mind the interests of all peoples, in particular those of developing countries, in the extensive development of international trade,

Recalling also its resolution 57/18 of 19 November 2002, in which it noted the adoption by the Commission of the Model Law on International Commercial Conciliation[1] and expressed the conviction that the Model Law, together with the Conciliation Rules of the Commission[2] recommended in its resolution 35/52 of 4 December 1980, contributes significantly to the establishment of a harmonized legal framework for the fair and efficient settlement of disputes arising in international commercial relations,

Recognizing the value of mediation as a method of amicably settling disputes arising in the context of international commercial relations,

Believing that the amendments to the Model Law on International Commercial Conciliation will significantly assist States in enhancing their legislation governing the use of modern mediation techniques and in formulating such legislation where none currently exists,

Noting that the decision of the Commission to concurrently prepare a convention on international settlement agreements resulting from mediation and an amendment to the Model Law on International Commercial Conciliation was intended to accommodate the different levels of experience with mediation in different jurisdictions and to provide States with consistent standards on the cross-border enforcement of international settlement agreements resulting from mediation, without creating any expectation that interested States may adopt either instrument,[3]

Noting with satisfaction that the preparation of the amendments to the Model Law was the subject of due deliberation and that they benefited from consultations with Governments as well as with intergovernmental and non-governmental organizations,

1. *Expresses its appreciation* to the United Nations Commission on International Trade Law for finalizing and adopting the Model Law on International Commercial Mediation and International Settlement Agreements Resulting from Mediation (amending the Model Law on International Commercial Conciliation);[4]

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[1] Resolution 57/18, annex.

[2] *Official Records of the General Assembly, Thirty-fifth Session, Supplement No. 17* (A/35/17), para. 106; see also *Yearbook of the United Nations Commission on International Trade Law*, vol. XI: 1980, part three, annex II.

[3] *Official Records of the General Assembly, Seventy-second Session, Supplement No. 17* (A/72/17), paras. 238–239; see also A/CN.9/901, para. 52.

[4] *Official Records of the General Assembly, Seventy-third Session, Supplement No. 17* (A/73/17), annex II.

2. *Requests* the Secretary-General to transmit the text of the Model Law to Governments and other interested bodies;

3. *Recommends* that all States give favourable consideration to the Model Law when revising or adopting legislation relevant to mediation, bearing in mind the desirability of uniformity of the law of mediation procedures and the specific needs of international commercial mediation practice, and invites States that have used the Model Law to advise the Commission accordingly.

Draft resolution IV
Model Law on Recognition and Enforcement of Insolvency-Related Judgments of the United Nations Commission on International Trade Law

The General Assembly,

Recalling its resolution 2205 (XXI) of 17 December 1966, by which it established the United Nations Commission on International Trade Law with a mandate to further the progressive harmonization and unification of the law of international trade and in that respect to bear in mind the interests of all peoples, in particular those of developing countries, in the extensive development of international trade,

Recognizing that effective insolvency regimes are increasingly seen as a means of encouraging economic development and investment, as well as fostering entrepreneurial activity and preserving employment,

Convinced that the law of recognition and enforcement of judgments is becoming more and more important in a world in which it is increasingly easy for enterprises and individuals to have assets in more than one State and to move assets across borders,

Considering that international instruments on the recognition and enforcement of judgments in civil and commercial matters exclude insolvency-related judgments from their scope,

Concerned that inadequate coordination and cooperation in cases of cross-border insolvency, which lead to uncertainties associated with recognition and enforcement of insolvency-related judgments, can operate as an obstacle to the fair, efficient and effective administration of cross-border insolvencies, reducing the possibility of rescuing financially troubled but viable businesses, making it more likely that debtors' assets would be concealed or dissipated and hindering reorganizations or liquidations that would be the most advantageous for all interested persons, including the debtors, the debtors' employees and the creditors,

Convinced that fair and internationally standardized legislation on cross-border insolvency that respects national procedural and judicial systems, as expressed by the provisions of the Model Law on Recognition and Enforcement of Insolvency-Related Judgments,[1] that is acceptable to States with different legal, social and economic systems would contribute to the development of international trade and investment,

1. *Expresses its appreciation* to the United Nations Commission on International Trade Law for finalizing and adopting the Model Law on Recognition and Enforcement of Insolvency-Related Judgments[1] and its guide to enactment;

2. *Requests* the Secretary-General to transmit the text of the Model Law, together with its guide to enactment, to Governments and other interested bodies;

3. *Recommends* that all States give favourable consideration to the Model Law when revising or adopting legislation relevant to insolvency, bearing in mind the need for internationally harmonized legislation governing and facilitating instances of cross-border insolvency, and invites States that have used the Model Law to advise the Commission accordingly;

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[1] *Official Records of the General Assembly, Seventy-third Session, Supplement No. 17* (A/73/17), annex III.

4. *Also recommends* that all States continue to consider implementation of the Model Law on Cross-Border Insolvency of the United Nations Commission on International Trade Law.[2]

[2] Resolution 52/158, annex.

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Human resources management

Human resources management

Report of the Advisory Committee on Administrative and Budgetary Questions

I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the following five reports of the Secretary-General on human resources management:

(a) Composition of the Secretariat: staff demographics (A/73/79);

(b) Composition of the Secretariat: gratis personnel, retired staff and consultants and individual contractors (A/73/79/Add.1);

(c) Global human resources strategy 2019–2021: building a more effective, transparent and accountable United Nations (A/73/372);

(d) Overview of human resources management reform for the period 2017–2018 (A/73/372/Add.1);

(e) Assessment of the system of desirable ranges (A/73/372/Add.3).

2. During its consideration of the reports, the Advisory Committee met with representatives of the Secretary-General, who provided additional information and clarification, concluding with written responses received on 5 November 2018.

3. In the present report, the Advisory Committee makes its observations on the composition of the Secretariat and the related trend analysis in section II. Section III focuses on the comments and recommendations of the Committee with respect to the proposals of the Secretary-General contained in paragraph 150 of his report on the overview of human resources management reform for the period 2017–2018. Section IV of the present report discusses the global human resources strategy 2019–2021 proposed by the Secretary-General and related matters under human resources management. Section V contains the comments of the Committee on the report of the Secretary-General on the assessment of the system of desirable ranges.

4. The observations and recommendations of the Advisory Committee on related matters contained in the reports of the Secretary-General on mobility (A/73/372/Add.2) and amendments to the Staff Regulations and Rules (A/73/378) will be reflected in separate reports. In addition, in its report of 18 July 2018 (A/73/183), the Committee made comments and recommendations on the reports of the Secretary-General concerning practice in disciplinary matters and cases of possible criminal behaviour, 1 July to 31 December 2017 (A/73/71) and the activities of the Ethics Office (A/73/89).

II. Composition of the Secretariat

5. The report of the Secretary-General on staff demographics (A/73/79), which covers the period from 1 January to 31 December 2017, was submitted pursuant to various General Assembly resolutions concerning human resources management, the most recent of which are resolutions 66/234, 67/255, 68/252, 71/263 and 72/254. The report presents demographic information on the global staff of the Secretariat, which totalled 38,105 as at 31 December 2017. The addendum to the report presents demographic information on the persons engaged as gratis personnel, retired staff and consultants and individual contractors during the biennium 2016–2017. Over this period, the number of persons engaged in these categories was as follows: 4,812 gratis personnel, 1,362 retired staff and 27,958 consultants and individual contractors (see A/73/79/Add.1, summary).

Trend analysis

6. While noting some improvement in the presentation of the statistics on trends, the Advisory Committee has stressed on several occasions the need for more extensive trend analysis, including identification of the reasons for different staff demographic patterns, notably those emerging since the issuance of the previous year's report, to help the General Assembly understand the meaning behind the statistical data and tables.[1]

7. In terms of the trends that are discernible from the data contained in the latest report (see A/73/79, table 2), the Secretary-General points out that, over a period of 3.5 years, from 30 June 2014 to 31 December 2017: (a) the number of staff of the Secretariat and related entities in the United Nations system increased by 1.3 per cent, from 74,960 to 75,903; (b) the number of Secretariat staff decreased by 8 per cent, from 41,426 to 38,105, mostly owing to reductions in staffing levels in field operations that have downsized or closed; (c) in the Secretariat, the proportion of Secretariat staff in the Professional and higher categories relative to total staff increased from 30 per cent to 33 per cent, while the proportion of staff in the General Service and related categories decreased from 60 per cent to 57 per cent; (d) the ratio of staff on permanent or continuing appointments relative to total staff increased from 17 per cent to 26 per cent, while the proportion of staff on fixed-term appointments decreased from 78 per cent to 67 per cent; (e) the overall proportion of female staff relative to total staff increased from 34.1 per cent to 35.9 per cent, with a significantly lower proportion of women serving in field operations (22.3 per cent) as compared to non-field operations (48.4 per cent); (f) the average age of Secretariat staff members increased from 43.8 to 45.1 years (see also paras. 13–15 below); (g) the number of Secretariat staff with geographical status increased by 6 per cent, from 2,901 to 3,074; (h) the number of Member States within the desirable range for representation in geographic posts (see also paras. 10–12 below) decreased by 14 per cent, from 120 to 103; and (i) the average length of service within the Secretariat increased from

[1] See A/67/545, para. 138; A/68/523, para. 5; A/69/572, para. 128; A/70/764, para. 8; and A/72/558, para. 6.

7.2 years in 2014 (see A/69/292, table 12) to 8.4 years as at 31 December 2017 (see A/73/79, table 13).

8. The Advisory Committee notes that the trends described in the current report on the composition of the Secretariat remain largely the same as those mentioned in previous reports (see A/71/557, para. 105, and A/72/558, para. 7). **The Committee notes with concern that in the latest reports on human resources management, there is little analytical information addressing the connection between the trends identified and the persistent or emerging staffing challenges they represent, and the specific actions proposed (see paras. 32 and 61 below). In this regard, the Committee is of the view that more analytical detail concerning the emergence of new trends, such as the decline in the number of staff in the Secretariat, and the implications thereof would be useful.**

9. The Advisory Committee also notes that these are the first reports of the Secretary-General that reflect data on the composition of the Secretariat on the basis of the calendar year, following the endorsement by the General Assembly of the proposal to change the reporting period to allow sufficient time for data analysis (see resolution 71/263, para. 3; see also A/71/557, para. 102, and A/72/558, para. 4). The Committee recalls that, while it did not object to the proposed change in the reporting cycle, it stressed that amending the reporting cycle would not in itself improve the analytical quality of the report (see A/71/557, para. 103). **The Committee recalls its recommendations regarding the analytical quality of the report (see A/71/557, paras. 103 and 108, and A/72/558, para. 8) and notes again that limited analysis was provided in the composition reports regarding trends and the need to understand their underlying causes with a view to developing corrective measures and policy enhancements. The Committee recommends that the General Assembly request the Secretary-General to provide more detailed and meaningful analysis of trends and their causes in future reports on the composition of the Secretariat, along with reference to the corrective actions to address problems, as necessary.**

Geographical representation

10. The Secretary-General indicates that the number of Member States within the desirable range decreased by 14 per cent between 2014 and 2017, from 120 to 103 (see para. 7 (h) above). From 1 January to 31 December 2017, 168 staff were appointed to Secretariat posts subject to geographical distribution, of which 54 appointments were of staff from overrepresented countries (see A/73/79, para. 44 and table 26). The Advisory Committee notes that a significant number of Member States are close to the lower level of their desirable range and are at risk of slipping into the underrepresented category (ibid., annex, table 2.A) The Committee was informed, upon enquiry, that the Outreach Unit of the Office of Human Resources Management had been contacting unrepresented and underrepresented Member States periodically to offer outreach support and advocacy.

11. The Advisory Committee recalls the statement in Article 101, paragraph 3, of the Charter of the United Nations that due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The Committee notes that the system of desirable ranges, established in 1960, which measures progress towards achieving equitable geographical distribution of the staff of the Secretariat, still falls short of ensuring that all Member States are within desirable range (see General Assembly resolution 1559 (XV), para. 1). The Committee recalls that the Assembly, in its resolution 71/263 (paras. 9 and 17), called for the attainment of equitable geographical distribution in the Secretariat.

12. **The Advisory Committee notes with concern that since 2014 the number of Member States in the unrepresented and underrepresented categories has been increasing and that a number of Member States are at risk of falling back into the underrepresented category. The Committee therefore recommends that the General Assembly request the Secretary-General to take concrete steps to address the challenge of achieving equitable geographical representation in the Secretariat and to submit information thereon to the Assembly at its seventy-fourth session (see also paras. 61 and 82 below).**

Ageing of staff and rejuvenation of the Secretariat

13. The Secretary-General indicates that the average age of Secretariat staff increased from 43.8 to 45.1 years (see para. 7 (f) above) from 30 June 2014 to 31 December 2017. The Advisory Committee recalls that an initial analysis relating to this trend was included in one of its previous reports on the composition of the Secretariat (see A/71/557, paras. 106–108).

14. According to the reports of the Secretary-General, the number of posts at the P-1 and P-2 levels decreased from 1,373 to 1,315 between 2014 and 2017 (see A/69/292, table 8, and A/73/79, table 8). **The Advisory Committee recalls its comments on successive budget proposals and reports on human resources management regarding the detrimental effect that the reduction in the number of entry-level Professional posts has on the ability of the Organization to attract and develop young talent in its rejuvenation efforts.**[2]

15. **The Advisory Committee stresses again its concern about the reduced number of entry-level Professional posts and the detrimental impact this will have in terms of the achievement of important human resources targets, including rejuvenation and geographic balance, as well as opportunities for career advancement (see also A/71/557, para. 41). The Committee recommends that further analysis and recommendations relating to long-term solutions be included in the report of the Secretary-General for the consideration of the General Assembly at its seventy-fourth session (see also para. 82 below).**

Employment of retired staff members

16. In his report, the Secretary-General indicates that 1,203 retirees were engaged by the Secretariat during the biennium 2016–2017, which represents an increase compared with the 1,133 retirees engaged in 2012–2013 and the 1,193 retirees engaged in 2014–2015. The Department for General Assembly and Conference Management was the main entity using the services of retired staff, with a total of 528 engaged during the biennium. In addition, 93 non-retired former staff were engaged in 2016–2017, while 79 staff were retained beyond retirement age. In total, those 1,362 retirees, non-retired former staff and staff members retained beyond retirement age worked for 215,742 days, representing an average of 158 working days per person over the biennium. The Secretary-General also indicates that 666 retired staff were engaged as consultants and individual contractors (see A/73/79/Add.1, tables 5–9 and 26). Further comments concerning the engagement of retirees are contained in paragraphs 44 to 47 below.

Senior-level positions

17. According to the report of the Secretary-General, a total of 150 staff members of the Secretariat were serving at the levels of Under-Secretary-General and Assistant

[2] See A/66/7, para. 86; A/68/7, paras. 86 and 87; A/69/572, para. 105; A/71/557, para. 41; and A/72/558, para. 13.

Secretary-General[3] as at 31 December 2017 (see A/73/79, table 8), compared with 159 and 166 staff members serving at those levels as at 30 June 2017 and 30 June 2016, respectively. While the Advisory Committee notes the decrease in the number of such staff in two consecutive periods, it recalls that there were 143 staff members serving at those levels in 2011 (see A/71/557, para. 112). The Committee considers that the trend in the number of senior staff should be viewed in the context of the steady decrease in the total number of Secretariat staff over recent years (see para. 7 (b) above and A/73/79, figure I). Furthermore, the Committee was informed, upon enquiry, that, while the job classification standards did not extend to positions above the D-2 level, their principles were applied in the evaluation of positions at the Assistant Secretary-General and Under-Secretary-General levels. This included a review of: (a) the nature of work, which entailed an analysis of focus and scope; (b) the enabling environment, which included organizational context and exposure/work; (c) partnerships, including engagements and communities of interest; and (d) results with respect to the impact of action, leadership roles and actions.

18. **While acknowledging the reduction in the number of high-level staff in comparison with the previous two reporting periods, the Advisory Committee again stresses the continued need to monitor the overall "shape" of the Organization and to ensure that any future proposals for the establishment of high-level positions entail a thorough review of existing functions and structures so as to minimize any possible overlap in the functional responsibilities at the senior level of the Organization (see A/71/557, para. 114). Moreover, the principles of job classification standards should still be taken into consideration when proposing positions at the levels of Under-Secretary-General and Assistant Secretary-General, in particular for full-time positions, so as to ensure that such positions are graded at levels commensurate with their levels of responsibility and workload.**

Sources of funding for Secretariat posts and positions

19. Upon request, the Advisory Committee was provided with information on the sources of funding of the 38,105 staff serving in the Secretariat as at 31 December 2017, by category and grade (see annex). The Committee notes from the information provided that 14,499 positions were funded from the regular budget, 15,804 from other assessed contributions and 5,626 from extrabudgetary sources. In addition, 2,176 staff are administered by the United Nations Development Programme. The funding sources for those positions have not yet been confirmed at this stage. **The Committee recommends that the General Assembly request the Secretary-General to include information on sources of funding of all Secretariat posts and positions and related trends over time in his future reports on human resources management.**

Recommendation

20. The actions required of the General Assembly are presented in paragraph 55 of the report of the Secretary-General entitled "Composition of the Secretariat: staff demographics" (A/73/79) and in paragraph 31 of the report of the Secretary-General entitled composition of the Secretariat: gratis personnel, retired staff and consultants and individual contractors" (A/73/79/Add.1). **Subject to its observations and recommendations in section II of the present report, the Advisory Committee recommends that the General Assembly take note of the reports of the Secretary-General on the composition of the Secretariat (A/73/79 and A/73/79/Add.1).**

[3] Including posts and positions from all sources of funding (see the annex to the present report).

III. Overview of human resources management reform for the period 2017–2018

21. The report of the Secretary-General (A/73/372/Add.1) provides an update on human resources management reform initiatives since the seventy-first session of the General Assembly. Information on progress made and recommendations proposed is contained in section II of the report, covering the areas of policies and conditions of service, talent management, performance management, learning and career development, and staff health and well-being.

22. In particular, the report provides information on the ongoing simplification and streamlining of the policy framework. The Secretariat has initiated a comprehensive review of the Organization's policy framework, in partnership with the United Nations funds and programmes. It is indicated that the revised framework, when fully complete, will provide simplified and streamlined policies for the strategic management of human resources. Also included in this process was the first comprehensive review since 1947 of the complete set of Staff Regulations and Rules of the United Nations, which led to the submission of the report of the Secretary-General on amendments to the Staff Regulations and Rules (A/73/378). The related observations and recommendations of the Advisory Committee will be issued in a separate report (see para. 4 above). Upon enquiry, the Committee was informed that, since January 2017, 102 administrative issuances have been simplified, updated or newly developed and promulgated and that 95 issuances have been abolished, as they were outdated and no longer necessary.[4]

23. The proposals of the Secretary-General for approval of the General Assembly are set out in paragraph 150 of his report, as follows:

(a) The extension of the principle of equal treatment of all applicants to positions in the Professional category at the P-1 and P-2 levels (not earmarked for the young professionals programme) and the P-3 level to staff members in the General Service and related categories and in the Field Service category, up to the FS-5 level[5] (see also para. 26 below);

(b) The removal of the "G to P" element from the young professionals programme so that the positions subject to the system of desirable ranges at the P-1 and P-2 levels will be filled exclusively by external candidates from unrepresented or underrepresented Member States;

(c) The reduction of the standard posting period for position-specific job openings from 45 days to 30 days for the Professional and higher categories;

(d) The increase in the maximum earnings limit for retirees in receipt of pension benefits to the equivalent of six months of salary at the midpoint of the salary scale (P-4, step VI);

(e) The approval of the abolition of the requirement that staff members renounce their permanent resident status in a country other than the country of their nationality before being appointed to the Organization.

[4] See ST/SGB/2017/3, ST/AI/2017/2, ST/IC/2017/39, ST/SGB/2018/6, ST/AI/2018/9 and ST/IC/2018/18.

[5] The advance version of the report of the Secretary-General considered by the Advisory Committee read as follows: "(a) The extension of the principle of equal treatment of all applicants to positions in the Professional category at the P-2 (non-young professionals programme) and P-3 positions to staff members in the General Service and related categories".

Equal opportunities for recruitment to entry-level Professional posts, including career opportunities for staff members in the General Service and related categories

24. The Advisory Committee recalls that, in his previous report on the overview of human resources management reform (A/71/323), the Secretary-General submitted a new set of proposals aimed at eliminating the eligibility requirements for recruitment from the General Service and related categories to the Professional category, which is currently through successful participation in the young professionals programme examination, and removing the G to P element from the young professionals programme (see paras. 23 (a) and (b) above). The Advisory Committee discussed the proposal in its related report and recommended that the General Assembly request the Secretary-General to further analyse the potential impact of the proposed elimination of the examination requirement on human resources objectives and to report thereon in his next overview report (see A/71/557, paras. 42–44). The General Assembly endorsed the recommendation of the Committee (see resolution 71/263, para. 3).

25. In response to the request of the General Assembly, the Secretary-General indicates, in his latest report, that the matter was referred to a working group of the Staff-Management Committee, which focused on how the proposals might impact the human resources objectives of: (a) securing the highest standards of efficiency, competence and integrity; (b) achieving equitable geographical distribution; and (c) achieving gender parity. A review of the academic experience of the General Service and related categories was conducted, which revealed that of more than 7,000 selected applicants (G-5 to G-7 and FS-3 to FS-5) to job openings in Inspira since 2011, the majority (67 per cent) had a recognized first level degree (bachelor's or equivalent) and about one third (30 per cent) had an advanced degree (master's or equivalent or above) (see A/73/372/Add.1, paras. 83–86).

26. The Secretary-General submits similar proposals in his report on the overview of human resources management (see A/73/372/Add.1, paras. 82–90 and para. 150 (a) and (b)). **The Advisory Committee notes that the proposal has been broadened to include staff in the Field Service category, up to the FS-5 level (see A/73/372/Add.1, para. 150 (a), and A/71/323, para. 168 (a)).** The Committee sought clarification on the scope of the proposal (see A/73/372, para. 16 (j), and A/73/372/Add.1, para. 82) and was informed that it would cover staff members in the General Service and related categories and the Field Service category up to the FS-5 level, excluding the National Professional Officer category. While, according to the Secretariat, the National Professional Officer category is related to the General Service and related categories because staff in the National Professional Officer category are recruited locally, such staff carry out Professional category functions within a national context with no expectation of geographic mobility.

27. Information on the background of the eligibility requirements for recruitment from the General Service and related categories to the Professional category was provided in the previous report of the Secretary-General (see A/71/323, paras. 53–56). Prior to the introduction of the young professionals programme examination in 2011, eligibility was attained through the G to P examination, which had been in place since 1978. The Advisory Committee was informed, upon enquiry, that the G to P examination was introduced when the General Assembly decided, in its resolutions 33/143 and 35/210, to allow the movement of staff from the General Service category to the Professional category to be conducted exclusively through the G to P competitive examination. The Committee was further informed that the Assembly made the decision after the Joint Inspection Unit and the then Administrative Management Service identified issues with the past practice, including: (a) using promotion as a reward for long service; (b) recruitment of staff

who did not possess sufficient academic qualifications; (c) increase in the average age of staff in the Professional category; and (d) obstacles to the application of the principle of geographic balance in the recruitment of staff from overrepresented countries. While it was informed that the Secretariat believed that those concerns were no long valid, **the Committee is of the view that some of the issues referred to above continue to be relevant.**

28. According to the Secretary-General, the data showed that about 25 per cent of current staff at the G-5 to G-7 levels are from Member States that were unrepresented or underrepresented as of January 2018 (see A/73/372/Add.1, para. 87). Upon request, the Advisory Committee was provided with detailed information showing the distribution of staff members in the General Service and related categories by nationality at Headquarters offices, offices away from Headquarters and the regional commissions. **The Committee trusts that this information will be provided to the General Assembly at the time of its consideration of the present report.**

29. Upon enquiry concerning the potential impact on geographical representation of permitting staff that are not from unrepresented or underrepresented countries to apply for Professional category posts, the Advisory Committee was informed that the staff members concerned would become eligible to apply for advertised P-1 to P-3 positions irrespective of the representation status of their country. According to the Secretariat, this would place such staff members on an equal footing with external applicants, who would also be eligible to apply for job openings irrespective of the representation status of their country. During the selection process, the Inspira system specified the representation status of each recommended candidate. The managers were held accountable through the compacts of the Secretary-General with his senior managers, under which at least 50 per cent of the selections to geographic posts each year should be candidates from unrepresented and underrepresented countries.

30. **The Advisory Committee notes the qualifications possessed by staff serving in the General Service and related categories and the need to improve their opportunities for career development. The Committee also emphasizes that, in developing human resources policies, all factors should be taken into account to ensure equal treatment of all candidates.**

31. **With respect to the proposals of the Secretary-General contained in paragraphs 150 (a) and (b) of his report (A/73/372/Add.1), the Advisory Committee is of the view that the Secretary-General should develop a proposal for a pilot project, with a clearly defined scope and time frame, for the consideration of the General Assembly, in order to achieve equal opportunities for recruitment to entry-level Professional posts, including career opportunities for staff members in the General Service and related categories. Pending approval of such a pilot project, the Committee recommends that all of the existing arrangements relating to the young professionals programme, including the G to P element, approved by the Assembly be maintained at this stage.**

Related matters

32. In his report, the Secretary-General expresses the view that the principle of equal treatment must be upheld by removing the restriction placed on staff members in the General Service and related categories and at the FS-1 to FS-5 levels of the Field Service category to apply to posts in the Professional category (see A/73/372/Add.1, paras. 89 and 90). The Advisory Committee notes, however, that there are other restrictions within the system of staffing, The Committee recalls, for example, that the General Assembly, in paragraph 26 of section III.B of its resolution 51/226, placed limitations on the eligibility of individuals on short-term

appointments[6] filling regular budget posts or extrabudgetary posts of one year or more. The Committee also recalls it observations on the matter contained in its previous report (A/71/557, paras. 69–72). With regard to the issue of the treatment of external and internal candidates in the recruitment processes, the Committee notes that the proportion of appointments granted to external candidates averaged 30 per cent for the period from 2013 to 2017, decreasing from 37 per cent in 2013 to 29 per cent in 2017 (see A/72/767, para. 44 and table 18). It is also relevant that not all successful candidates of the young professionals programme are placed in vacant positions[7] (see para. 14 above and A/71/323, para. 52). The Committee notes that the latest reports of the Secretary-General on human resources management do not explicitly address these matters. **The Advisory Committee is of the view that there is an urgent need to establish measures to ensure equal opportunities for internal and external applicants to vacancies. The Committee continues to believe that some inequity may exist on the basis of the physical location of the applicant. The Committee recalls that the General Assembly requested the Secretary-General, when considering applicants for vacancies, to give equal treatment to internal and external candidates (resolution 68/265, para. 10).**

33. In his reports on mobility, the Secretary-General indicates that, in the vacancy exercises in 2016 and 2017 for the Political, Peace and Humanitarian Network (POLNET), there were 494 selections, of which 60 per cent resulted from recruit-from-roster job openings and 40 per cent from position-specific job openings (see A/73/372/Add.2, paras. 18 and 21, and A/72/767, paras. 12 and 19). The Advisory Committee was informed, upon enquiry, that roster placement takes place through two merit-based processes (for generic and specific job openings), both of which are open to all applicants irrespective of nationality and gender. A total of 60,986 applicants were on the rosters as at 11 October 2018. **The Committee considers that the information provided on recruitment from rosters and its impact on the potential recruitment of external candidates is insufficient in the reports of the Secretary-General on human resources management. The Committee therefore expects that detailed information will be provided in the next report of the Secretary-General on human resources management, including information on related policies, the types of rosters managed by different Secretariat offices, estimated costs of establishing and maintaining the rosters, the availability of the roster candidates at the time of job offerings and the number of selections made from rosters.**

34. Another related matter concerns the use of temporary assignments in the Secretariat. The Advisory Committee recalls that, in its most recent report, the Board of Auditors reviewed the granting of special post allowance to staff assuming higher-level responsibilities. The Board observed that it did not appear that such assignments had been limited to exceptional cases and pointed out that in 2016–2017, 2,468 temporary assignments involving a special post allowance had been granted, with 718 such assignments lasting for more than one year. The Board also indicated that the United Nations had stated that the overuse of temporary job openings was one of the main factors preventing stronger workforce planning in the Organization (see A/73/5 (Vol. I), chap. II, paras. 93–99; see also A/73/430, para. 34).

[6] Under the revised contractual arrangements, this covers individuals holding temporary appointments pursuant to staff rule 4.12.

[7] Since the inception of the young professionals programme in 2011, 578 individuals have been rostered, of whom 316 (54.67 per cent) have been placed in positions earmarked for the programme, 108 (18.69 per cent) remain on the roster, 86 (14.88 per cent) have been removed from the roster for reasons such as voluntary withdrawal or declining an offer, and 68 (11.76 per cent) have reached the expiration date (as at 31 December 2017) (see A/73/372/Add.1, annex I).

35. **The Advisory Committee also stresses the need to respect the equality of the two working languages of the Secretariat and the use of additional working languages in specific duty stations and/or for entities as mandated. The General Assembly has acknowledged that language skills constitute an important element of the selection and training processes and has therefore affirmed that a good command of the official language or languages spoken in the country of residence should be taken into account as an additional asset during those processes (see resolution 71/263, paras. 10 and 11).**

Reduction of the job posting period from 45 to 30 days

36. In its resolution 71/263, the General Assembly decided to reduce the standard posting period for position-specific job openings from 60 days to 45 days for jobs in the Professional and higher categories, on a provisional basis as a pilot phase. The Assembly also decided to keep this measure under review and requested the Secretary-General to report on its full impact in his next overview report.

37. Information on the impact of the 45-day posting period on recruitment timelines is provided in paragraphs 60 to 63 of the report of the Secretary-General (A/73/372/Add.1). Since January 2017, the Secretariat has been posting, on a pilot basis, job openings in the Professional and higher categories at Headquarters, offices away from Headquarters and regional commissions for 45 days. Comparative data for 2016 (60-day posting) and 2017 (45-day posting) for non-roster selections is provided in table 6 of the report, which shows a reduction of 34 days in the average recruitment timelines for 2017. The Secretary-General indicates that the reduced posting time in 2017 did not have any adverse impact on the number of applicants, as there was an increase in the average number of applications overall, including from developing countries. The Secretary-General therefore reiterates the request previously made to the General Assembly at its seventy-first session to reduce the standard posting period for position-specific job openings to 30 days (see A/71/323, para. 43).

38. In terms of overall recruitment timelines against the target of 120 days, the Advisory Committee notes from table 5 of the report of the Secretary-General that, notwithstanding some improvement in 2017, between 2014 and 2017 the average duration of the recruitment process increased from 194 days to 206 days in 2017 at Headquarters departments and offices, offices away from Headquarters and regional commissions. Similarly, the average duration for recruitment for field missions increased from 84 days to 116 days during the same period. The Secretary-General indicates that a significant proportion of this time was spent by hiring managers in reviewing, evaluating and assessing job applicants in Headquarters departments and offices, offices away from Headquarters and regional commissions (see tables 2 and 3 below), while the shorter recruitment timeline in field missions was due mainly to the use of the recruit-from-roster modality (see A/73/372/Add.1, paras. 52, 55, 56 and footnote 1). The Advisory Committee was informed, upon enquiry, that the Secretariat was currently in the process of revising the staff selection system to enable hiring managers to adopt faster evaluation and assessment tools and to use technology, such as video interviewing, to assist with assessment. The procedural requirements, for recording evaluation results in Inspira, which have already been streamlined in 2017, will also be further simplified to expedite the recruitment process.

39. Upon request, the Advisory Committee was provided with a breakdown of the recruitment timelines for each job network for 2017 compared with the overall data reflected in table 5 of the report of the Secretary-General (see table 1).

Table 1
Average recruitment timelines in 2017, from job posting to selection of a candidate, by job network
(Average duration in calendar days)

Job network	*Headquarters departments and offices, offices away from Headquarters and regional commissions*	*Field missions*	*Overall*
Economic, Social and Development Network	212	122	209
Information and Telecommunication Technology Network	181	84	127
Internal Security and Safety Network	188	98	104
Legal Network	141	71	115
Logistics, Transportation and Supply Chain Network	216	103	118
Management and Administration Network	193	92	135
Political, Peace and Humanitarian Network	389	254	301
Public Information and Conference Management Network	159	120	154
Science Network	190	102	135
Average total recruitment timeline	**206**	**116**	**159**

Note: Includes job openings from the FS-4 to FS-7 and the P-3 to D-1 levels subject to the staff selection system outlined in ST/AI/2010/3, ST/AI/2010/3/Amend.1, ST/AI/2010/3/Amend.2 and ST/AI/2010/3/Amend.3, excluding generic job openings used to create rosters for the field. Does not include temporary job openings advertised in accordance with ST/AI/2010/4/Rev.1 or job openings advertised under the staff selection and managed mobility system outlined in ST/AI/2016/1 and ST/AI/2016/1/Amend.1. Field missions include special political missions and peacekeeping missions.

40. The Advisory Committee recalls that reductions in the posting period have been proposed to the General Assembly at various times over the past decade. The Committee supported the proposal of the Secretary-General submitted to the Assembly at the seventy-first session (see A/71/557, paras. 34–36). **In its resolution 71/263, the Assembly decided to reduce the standard posting period for position-specific job openings from 60 days to 45 days for jobs in the Professional and higher categories, on a provisional basis as a pilot phase, and to keep this measure under review. In addition, the Committee expects that the Secretary-General will provide more detailed information on the 45-day posting exercise, including the pattern of applications received during the 45-day period. Pending further decision by the Assembly, the Committee does not, at this stage, recommend approval of the proposal of the Secretary-General to further reduce the standard posting period for position-specific job openings from 45 days to 30 days for the Professional and higher categories.**

41. Upon request, the Advisory Committee was provided with a breakdown of the timelines for different stages of the recruitment process in Headquarters departments and offices, offices away from Headquarters, regional commissions and field missions (tables 2 and 3).

Table 2

Average recruitment timelines in Headquarters departments and offices, offices away from Headquarters and regional commissions by stage of the recruitment process

(Average duration in calendar days)

	Selection year			
Stage of the recruitment process	*2014*	*2015*	*2016*	*2017*
Job posting	50	49	52	47
Initial human resources eligibility assessment	10	7	6	6
Recommendation of candidates	108	115	136	126
Status matrix review	6	6	6	6
Central review body endorsement	22	30	26	16
Selection by head of department/office	15	14	14	17
Average total recruitment timeline[a]	**194**	**199**	**222**	**206**

Note: Includes job openings from the FS-4 to FS-7 and the P-3 to D-1 levels subject to the staff selection system outlined in ST/AI/2010/3, ST/AI/2010/3/Amend.1, ST/AI/2010/3/Amend.2 and ST/AI/2010/3/Amend.3. Does not include temporary job openings advertised in accordance with ST/AI/2010/4/Rev.1 or job openings advertised under the staff selection and managed mobility system outlined in ST/AI/2016/1 and ST/AI/2016/1/Amend.1.

[a] The average total recruitment timeline is not equal to the sum of each step in the table, since not all job openings go through every step (such as roster selections, or recruit-from-roster job openings that did not require central review body endorsement).

Table 3

Average recruitment timelines in the field missions by stage of the recruitment process

(Average duration in calendar days)

	Selection year			
Stage of the recruitment process	*2014*	*2015*	*2016*	*2017*
Job posting	15	16	16	14
Initial human resources eligibility assessment	12	8	8	10
Recommendation of candidates	63	59	74	74
Status matrix review	0	4	1	1
Central review body endorsement	47	46	30	28
Selection by head of department/office	15	22	33	22
Average total recruitment timeline[a]	**84**	**102**	**129**	**116**

Note: Includes job openings from the FS-4 to FS-7 and P-3 to D-1 levels subject to the staff selection system outlined in ST/AI/2010/3, ST/AI/2010/3/Amend.1, ST/AI/2010/3/Amend.2 and ST/AI/2010/3/Amend.3. Does not include temporary job openings advertised in accordance with ST/AI/2010/4/Rev.1 or job openings advertised under the staff selection and managed mobility system outlined in ST/AI/2016/1 and ST/AI/2016/1/Amend.1.

[a] The average total recruitment timeline is not equal to the sum of each step in the table, since not all job openings go through every step (such as roster selections, or recruit-from-roster job openings that did not require central review body endorsement).

42. **The Advisory Committee notes that, while the Secretary-General's recommendation only focuses on the job posting period for applicants, it is, in fact, just one of the factors affecting the overall recruitment timelines and that**

other factors, such as the manager's review and evaluation stage, contribute to considerable delays in the recruitment process. The Committee therefore recommends that the General Assembly request the Secretary-General to undertake more analysis on each of the stages of the recruitment process, by job network, with emphasis on their respective impact on the delays. Information in this regard should be provided to the General Assembly in the next report of the Secretary-General on human resources management.

43. In addition, the Advisory Committee recalls that the breakdown of staffing timelines, as indicated by the Secretary-General, does not include the time taken for the classification of a particular post, which is required for new posts, posts not previously classified and posts whose duties and responsibilities have changed substantially (see A/71/577, para. 29). The Secretary-General provides information on efforts to engage in common system collaboration on job classification and reference checks in paragraphs 15 and 16 of his report (A/73/372/Add.1). He indicates that, for the first time, the Secretariat is leading a system-wide effort to streamline and standardize the way jobs are classified and references are checked in the United Nations common system. **Taking into account the fact that job classification exercises could also be time-consuming, the Committee is of the view that all efforts should be made to expedite the job classification process. The Committee welcomes the ongoing system-wide effort to streamline and standardize processes and looks forward to receiving information on the progress achieved in the next report of the Secretary-General on human resources management.**

Employment of retired staff members

44. The Secretary-General proposes to increase the maximum earnings limit for retirees in receipt of pension benefits to the equivalent of six months of salary at the midpoint of the salary scale (P-4, step VI) (see A/73/372/Add.1, para. 150 (d)). Information in this regard is provided in paragraphs 17 to 21 of his report. The Advisory Committee recalls that the Secretary-General proposed a similar recommendation in his previous report on the overview of human resources management reform and that at that time, the General Assembly endorsed the Committee's recommendation against the proposal (see A/71/557, paras. 50–54, and resolution 71/263).

45. The Advisory Committee notes from the reports of the Secretary-General on the composition of the Secretariat that the number of retirees engaged by the Secretariat has increased slightly over the past few bienniums. For the 1,362 retirees engaged in 2016–2017, each worked for an average of 158 days over the biennium. The Committee also notes the increase in the average age of serving Secretariat staff members; an analysis of staff demographics indicates an overall reduction, since June 2013, in the number of staff members between the ages of 18 and 44, and in particular a significant decrease, totalling 3,668 staff, in the 30–34 and 35–39 age groups (see A/73/372/Add.1, annex II, and paras. 13–15 above).

46. Another factor in the rising average age is the increase in the mandatory age of separation since 2014, when the General Assembly decided, for staff appointed on or after 1 January 2014, to raise the mandatory age of separation from 62 to 65 years of age (see resolution 69/251), and, for staff recruited before 1 January 2014, that the organizations of the United Nations common system should raise the age of mandatory separation to 65 years, at the latest by 1 January 2018, taking into account the acquired rights of staff (see resolution 70/244, sect. I). The Committee notes that the latter provision has been implemented as from 1 January 2018.

47. **The Advisory Committee reiterates its view that increasing the permissible earnings of retired former United Nations staff members would likely lead to an**

increased frequency of engaging retirees, a practice that runs contrary to efforts to rejuvenate the Secretariat and exercise better workforce succession planning. Given the recent past instances of using retirees in senior decision-making positions for protracted periods of time, the Committee does not favour proposals that would effectively facilitate such practices. The Committee recommends against the Secretary-General's proposal in this regard (see A/71/557, para. 54).

Permanent residence status

48. The Secretary-General provides background information on and the rationale for the proposed abolishment of the long-standing requirement that staff members renounce their permanent resident status in any country other than the country of their nationality upon taking up an appointment with the Organization (see A/73/372/Add.1, paras. 22–27). He indicates that the policy, in place since 1953, continued to be applied until 2013, when the United Nations Appeals Tribunal determined that there was no legal basis for such a practice and that it could not be justified in terms of ensuring wide geographical distribution, as geographical status is determined on the basis of the recognized nationality, rather than the permanent resident status, of a given staff member. Since then, according to the report of the Secretary-General, new staff members have not, in practice, been required to renounce their permanent resident status (ibid., para. 23).

49. The Advisory Committee recalls that this is the same proposal that the Secretary-General put forward in earlier reports (see A/71/258, para. 54, and A/69/190, sect. III.E), which the Committee supported in recommending that the General Assembly reconsider this requirement (see also A/64/518, paras. 41–46, and A/65/537, paras. 81–86. The Committee recalls that the Assembly took no action on those proposals. **The Committee therefore reiterates its recommendation that the Assembly reconsider the requirement for staff members to renounce their permanent resident status in a country other than the country of their nationality** (see also A/71/557, para. 130, and A/69/572, para. 53).

Recommendation

50. With respect to the report of the Secretary-General on the overview of human resources management reform for the period 2017–2018 (A/73/372/Add.1), the actions required of the General Assembly are set out in paragraph 150 (a) to (e) of that report. The Advisory Committee requested information on the financial implications of each of the proposals and was informed only that there were none in relation to the proposals contained in subparagraphs (a) to (c). The Committee expects that information relating to the proposals contained in subparagraphs (d) and (e) will be provided to the Assembly at the time of its consideration of the present report. **Subject to its comments and recommendations in section III of the present report, the Advisory Committee recommends approval of the recommendations of the Secretary-General.**

IV. Global human resources strategy 2019–2021: building a more effective, transparent and accountable United Nations

51. The Secretary-General presents a new global human resources strategy for the Organization (A/73/372). Recalling his vision for a new management paradigm to ensure better use of the Organization's resources in support of programme delivery and mandate implementation (see A/72/492), the Secretary-General states that reforming the management of human resources is an important element of his vision

for a stronger, more effective and more agile Organization, and indicates that the strategy is aligned with his proposals for management reform (see A/73/372, paras. 1 and 22).

52. The case for change, along with the guiding principles of the human resources strategy, are described in paragraphs 1 to 11 of the report. The Secretary-General indicates that although reforms in the area of human resources have been undertaken over the past decade, he is seeking to make the Organization more operational and effective (ibid., para. 2). According to his report, the Organization continues to struggle with the challenge of getting people with the right skills to the right place at the right time.

53. The global human resources strategy 2019–2021 proposed by the Secretary-General consists of three components, each having one goal and several strategic actions (ibid., paras. 12–21), as follows:

(a) A policy environment enabling strategic people management, with the goal of establishing a simplified, decentralized, flexible and field-oriented human resources policy framework to drive strategic human resources management and support the delegation of authority;

(b) Proactive talent acquisition and management, with the goal of acquiring, developing and retaining a mobile, field-oriented, high-performing, multilingual and diverse workforce;

(c) A transformed organizational culture, with the goal of ensuring staff well-being and an engaged workforce performing in an enabling work environment.

54. The Advisory Committee recalls that in his previous report on an overview of human resources management (A/71/323, paras. 6 and 165), the Secretary-General expressed his intention to present to the General Assembly at its seventy-third session an updated human resources management framework for the Organization, with three thematic areas upon which such a framework would be built (see also A/71/557, paras. 9 and 11). The Committee notes that the three components of the strategy proposed by the Secretary-General respond broadly to the three thematic areas identified in his report. The Committee supported, at the time, the intention of the Secretary-General to submit a detailed proposal on the evolving human resources framework to the Assembly at its seventy-third session.

55. Concerning the question of why the proposed strategy covers only the 2019–2021 period, the Advisory Committee was informed, upon enquiry, that the strategy provides a vision and a prioritized framework of goals and strategic actions to guide work over the three-year period. The Secretary-General intends to either extend the strategy after that period or create a new one, as the reform process would not end in 2021.

Linkage with ongoing human resources management reform and lessons learned

56. According to the Secretary-General, the proposed actions in the new strategy build on the results of prior reforms (see A/73/372, para. 12). As for which elements contained in the proposed strategy could be considered new, the Advisory Committee was informed, upon enquiry, that the strategy captures, for the first time, the strategic goals related to human resources management reform in a holistic and comprehensive manner, with related strategic actions defined and prioritized by year to allow for integrated measurement and reporting (see paras. 62 and 63 below).

57. The Advisory Committee recalls that the Organization has engaged in repeated human resources management reforms over the past two decades, as reflected notably in the reports of the Secretary-General on human resources management reform in

1998 (A/53/414) and on investing in people in 2006 (A/61/255/Add.1 and A/61/255/Add.1/Corr.1).[8] The General Assembly also noted the variety of human resources management reform initiatives that the Organization had undertaken since the adoption of its resolutions 63/250 and 65/247 (see resolution 67/255, para. 6). Those include the implementation of new contractual arrangements, the harmonization of conditions of service and the introduction of the young professionals programme. In addition, the Assembly approved a refined managed mobility framework in its resolution 68/265.

58. The Advisory Committee recalls that the General Assembly, in section I of its resolution 71/263, emphasized the fundamental importance of human resources management reform in the United Nations as a contribution to the enhancement of the efficiency and effectiveness of the Organization and of the international civil service. In the same resolution, the Assembly requested the Secretary-General to continue to modernize, streamline and integrate the Organization's human resources management structures and functions, taking into account expected benefits, efficiencies and lessons learned from the implementation of previous reforms, and to present detailed proposals to the General Assembly for consideration at its seventy-third session.

59. Noting that the Secretary-General is proposing a new strategy to transform human resources management in the Secretariat, the Advisory Committee sought clarification as to whether there is linkage between the proposed strategy and the past and present human resources management reforms and whether the ongoing reform process would continue or be replaced under the new strategy. The Committee was informed that the strategy proposed by the Secretary-General represents the next step in the ongoing human resources reform effort. The Committee also requested information concerning proposed future reporting on human resources management, the potential for consolidating and streamlining legacy subject-specific reports and, in particular, whether the human resources management reform overview report would be incorporated into any subsequent report on the implementation of the new strategy, if approved by the General Assembly. The Committee was informed that if the strategy is approved, progress on its implementation would be included in the report of the Secretary-General on the overview of human resources management. **The Committee expects that further clarification on these matters will be provided to the Assembly at the time of its consideration of the present report (see also para. 82 below).**

60. Annex II to the report of the Secretary-General (A/73/372) provides a table summarizing the impact, challenges and lessons learned in the reform of human resources management over the past decade. **The Advisory Committee notes that while the topics listed in annex II cover many areas of human resources management, the information provided under challenges and lessons learned is not only incomplete, but also lacks sufficient analysis. The Committee considers that in order to learn lessons from the previous and ongoing human resources management reforms, there is a need to present a comprehensive, detailed and in-depth analysis of the persistent problems and challenges experienced by the Organization under each of the subject areas of human resources management. The Committee reiterates the emphasis of the General Assembly on the importance of learning lessons from the implementation of previous reforms in**

[8] It was stated at the time that the Secretary-General's vision for human resources management reform recognized the need for a paradigm shift to a new culture of empowerment, responsibility, accountability and continuous learning, as well as the importance of strategic change in underlying attitudes and behaviour with regard to human resources management, in order to ensure the successful implementation of the reform measures (A/61/228, para. 11).

the formulation of new proposals (see resolution 71/263, para. 5, and resolution 68/252, para. 11).

61. **The Advisory Committee also reiterates that the proposed strategy should reflect a comprehensive impact assessment of all the human resources reform initiatives undertaken over the past decade and should address issues which have consistently proved challenging over time, many of which have been discussed repeatedly by the Committee, including, but not limited to, deficiencies in staff selection processes, rejuvenation through external recruitment, equal treatment of external and internal candidates, the need to improve performance appraisal and management, the quantity of temporary appointments (including those in receipt of special post allowance) and impediments to achieving equitable geographical distribution and gender balance targets. The Committee stresses again that the strategy should also take account of best practices in the area of human resources management (see also A/71/557, paras. 11 and 12).**

Implementation plan

62. According to the Secretary-General, the implementation plan for the strategy aligns strategic actions with specific time frames (see A/73/372, annex I). The Advisory Committee notes, however, that the implementation plan presented in the report simply shows fully or partially shaded columns for each of the strategic activities proposed for the period 2018–2021. Upon enquiry, the Committee was informed that the shading was used to distinguish between ongoing improvement activities (fully shaded) and time-bound strategic actions (partially shaded).

63. **The Advisory Committee is of the view that the current implementation plan does not contain necessary information and lacks clarity in terms of the implementation of the proposed strategy, including specific timelines, concrete actions and offices responsible for actions. The plan should therefore be enhanced to include all essential details on the implementation of the proposed strategy so that progress can be properly measured over time. In particular, given the failure of successive human resources management reforms to address long-standing challenges (see para. 60 above), the Committee is of the view that the implementation plan should be prioritized to tackle the most persistent issues, and include measurable, deliverable and specific targets and timelines.**

Financial implications

64. With respect to any financial implications associated with the implementation of the proposed strategy, the Advisory Committee was informed, upon enquiry, that, as a high-level strategic document, the proposed strategy itself does not entail costs; however, the implementation of some of the time-bound strategic actions would require the submission of specific proposals, along with associated costs, for approval by the General Assembly. The proposals contained in the strategy that would require the approval of the Assembly at a later stage include: (a) accelerated recruitment processes; (b) the design of a new mobility system; and (c) the development and implementation of a new performance management system (see also A/73/372/Add.1, paras. 107 and 108).

65. **The Advisory Committee recommends that the General Assembly request the Secretary-General to provide more detailed financial information on the potential resource requirements associated with the implementation of any strategic actions in his refined proposal on a global human resources strategy (see also para. 82 below).**

"Regional diversity"

66. The Secretary-General considers that human resources management policies must contribute proactively to what he describes as greater "regional diversity" of the workforce of the Organization (see A/72/492, para. 24). In annex III to his report (A/73/372), the Secretary-General indicates that an analysis of the status of regional diversity in the Secretariat has been conducted. Figures I and II in annex III show the composition of staff by regional group and entity, respectively, as at 31 December 2017. The data presented in the figures will serve as a benchmark against which to monitor progress. The Secretary-General has included an indicator of regional diversity in the senior management compacts to measure related progress from one year to the next. Heads of entities are expected to report on the efforts they have taken to achieve greater regional diversity.

67. Concerning the relationship between regional diversity and the concept of equitable geographical distribution, in accordance with Article 101 of the Charter, the Advisory Committee was informed, upon enquiry, that while, according to the Secretary-General, the issue of geographical representation is a priority for him, he has instituted an additional focus on regional diversity. The 2018 senior management compacts include commitment to diversity as a specific managerial objective and, as such, heads of entities are encouraged to focus on recruiting staff from regions with fewer international staff serving within their respective entities. Priority is given to countries that are underrepresented and unrepresented, particularly for vacant posts that are subject to the system of desirable ranges. It was indicated to the Committee that regional diversity and equitable geographical representation are considered complementary goals, leading to a "geographically diverse workforce". **Noting that the Secretary-General has already started the implementation of his concept of regional diversity, the Committee emphasizes that efforts undertaken must be fully consistent with Article 101, paragraph 3, of the Charter.**

68. **While the Advisory Committee considers that the Secretary-General may present additional measures to improve human resources management as the Chief Administrative Officer of the Organization, any such measures should not divert focus from that which is enshrined in Article 101, paragraph 3, of the Charter and the relevant decisions of the General Assembly. Moreover, the Committee is not convinced that the concept of regional diversity is necessarily complementary to the aim of equitable geographical representation and may actually divert the focus away from it.**

69. **The Advisory Committee reiterates its concern that efforts to reach out to potential candidates from unrepresented and underrepresented countries, including developing countries, have not been successful. The Committee again recommends that the General Assembly request the Secretary-General to develop a comprehensive strategy to improve geographical representation, based on an in-depth analysis of the real causes of the current imbalances (see A/71/557, para. 46, and A/69/572, para. 38). Details of the strategy, including concrete actions, benchmarks and timelines, should form part of the overall refined human resources strategy, recommended in paragraph 82 below, to be submitted to the General Assembly for its consideration.**

70. With respect to the baseline to be applied to address the issue of geographical representation, the Advisory Committee was informed, upon enquiry, that the data on regional diversity contained in annex III to the report of the Secretary-General (A/73/372) would be used as the baseline against which to measure progress going forward. **The Committee considers that the concept of regional diversity and related data thereon should not be used to measure progress on equitable geographical representation.**

Delegation of authority for human resources management

71. The first strategic action under component A of the proposed strategy relates to the development of a streamlined delegation of authority framework for human resources management (ibid., para. 14 (a)). The Advisory Committee recalls that the Secretary-General, as part of his ongoing management reform, has decided to delegate directly to heads of entities across the Secretariat the full administrative authority needed for the effective stewardship of their financial, human and material resources so as to ensure more effective delivery of mandates and strengthened accountability (see A/72/492, para. 73).

72. With respect to human resources management functions, the Advisory Committee was informed, upon enquiry, that line managers responsible for transactional actions would be held responsible and accountable for the procedures concerning the direct application of the staff rules. Where a staff rule allows for discretion within the terms and conditions laid down in the rule, such discretionary decision-making would be delegated to heads of departments. The Committee was further informed that a future framework for the delegation of authority would be determined following an ongoing review of the capacity and requirements of global Secretariat entities.

73. The Advisory Committee recalls that in the context of management reform, it has stressed the importance of establishing well-defined roles and responsibilities in respect of the individuals at all levels to whom authority is to be delegated, and that in relation to the implementation of the proposed system of delegation of authority, assurances will be provided to the General Assembly that the requisite safeguards, including risk and accountability mechanisms, are in place to ensure the responsible exercise of delegation of authority (see A/72/7/Add.49, paras. 18 and 19).

74. Upon request, the Advisory Committee was provided with a table indicating the current delegation of authority framework under the Staff Regulations and Rules. **The Committee expects that this table will be provided to the General Assembly at the time of its consideration of the present report.** The Committee notes that the Secretary-General has submitted his latest report on amendments to the Staff Regulations and Rules to the General Assembly (A/73/378). The observations and recommendations of the Committee thereon will be provided in a separate report (see also para. 4 above). **The Committee expects that a comparison of the current and future frameworks of the delegation of authority under the Staff Regulations and Rules will be provided to the General Assembly once available.**

Gender balance

75. Annex IV to the report of the Secretary-General (A/73/372) contains information on a gender distribution analysis, with figures I and II showing the composition of staff by gender and entity as at 31 December 2017. It is indicated that the Secretary-General has sought to reach the goal through the launch of the system-wide strategy on gender parity, recognizing different starting points and challenges across the system. As part of his annual assessment with senior managers, the heads of entities will report on the progress that they have made to achieve gender parity.

76. It is also indicated that the measures undertaken have already produced concrete results. Under the leadership of the Secretary-General, in 2018 the United Nations achieved, for the first time, gender parity in the Senior Management Group[9] (see A/73/372/Add.1, para. 77). The proportion of female staff at the Under-Secretary-General and Assistant Secretary-General levels rose considerably, to 30.6 per cent

[9] For membership, see www.un.org/sg/en/content/senior-management-group.

and 34.6 per cent, respectively, as at 31 December 2017 (see A/73/79, table 12), from 20.5 and 21.4 per cent at the end of 2016. The Advisory Committee notes little improvement in the proportion of female staff in the Secretariat overall, with a significantly lower proportion of women serving in field operations (see para. 7 (e) above). **While the Committee notes the efforts made by the Secretary-General to improve gender balance in the Organization, in particular his appointments of female staff at senior levels, it also notes that the ratio of female staff to total staff has increased only slightly in recent years. The Committee recalls that the General Assembly has expressed serious concern about the slow pace of progress towards the goal of 50/50 gender balance in the United Nations system, especially in senior, policymaking and field positions, in conformity with Article 101, paragraph 3, of the Charter (see resolution 71/263, para. 19). The Committee trusts that the Secretary-General will undertake further efforts to attract and retain more female staff to work in field operations.**

Staff health and well-being

77. One of the strategic actions under component C of the proposed strategy is the implementation of a holistic approach to duty of care for staff, arising from increased risks to the United Nations across the world and the importance of ensuring that both national and international staff are safe, both physically and psychologically (A/73/372, para. 20 (e)). Information on staff health and well-being, including occupational safety and health care for staff in field duty stations and the system-wide mental health strategy, is provided in the report of the Secretary-General (A/73/372/Add.1, paras. 130–149).

78. The Advisory Committee notes that the Secretary-General promulgated his bulletin on the introduction of an occupational safety and health management system in July 2018 (ST/SGB/2018/5) and launched the United Nations system workplace mental health and well-being strategy, "A healthy workforce for a better world", in October 2018.

79. On a related matter, the Advisory Committee recalls that the General Assembly approved the establishment of a Mental Health Officer (P-5) post in the Medical Services Division in New York for the biennium 2018–2019, which was proposed by the Secretary-General to implement the mental health strategy and lead mental health and well-being reform in the Secretariat (see resolution 72/261, para. 178, and A/72/7, paras. VIII.40 and VIII.43). Upon enquiry, the Committee was informed that that post, among others, had been frozen temporarily owing to the Assembly's decision to reduce by 5 per cent post and non-post resources under sections 29C, Office of Human Resources Management; 29D, Office of Central Support Services; and 29E, Office of Information and Communications Technology, of the programme budget for the biennium 2018–2019 (resolution 72/261, para. 177). The Committee was also informed, however, that the urgent need to address the mental health issue in the Organization had not changed, and that while the post had been frozen, substantial work had nevertheless been done on developing and finalizing the mental health strategy. Furthermore, the process of filling the post was under way. **The Committee is concerned about the delays in recruiting the P-5 Mental Health Officer in the Medical Services Division, given the stated urgency with respect to the implementation of the mental health strategy in the Secretariat. The Committee requests that the most up-to-date information on the recruitment of the post be provided to the Assembly at the time of its consideration of the present report.**

Staff engagement survey

80. It is reported that for the first time, the Secretariat conducted an Organization-wide staff engagement survey, which captured perceptions on a range of issues

relating to staff engagement, with the aim of identifying areas of strength and opportunities for improvement and facilitating action planning across the Secretariat to ensure continuous improvement in key areas (see A/73/732/Add.1, paras. 97–100). The Advisory Committee was provided, upon request, with more detailed information on the results of the survey. **The Committee expects that the information will be provided to the General Assembly at the time of its consideration of the present report.**

Recommendation

81. With respect to the proposed global human resources strategy 2019–2021, the action required of the General Assembly is set out in paragraph 26 of the report of the Secretary-General (A/73/372). Upon enquiry, the Advisory Committee was informed that, as the report presents a high-level strategic framework, it contains no specific elements to be approved by the Assembly (see also paras. 64 and 65 above).

82. **Subject to its observations and recommendations contained in the present report, the Advisory Committee recommends that the General Assembly request the Secretary-General to submit a refined global human resources strategy to the Assembly at its seventy-fourth session.**

V. Assessment of the system of desirable ranges

83. The system of desirable ranges, established in 1960, measures progress towards achieving a wide equitable geographical distribution of the staff of the Secretariat (see General Assembly resolution 1559 (XV), para. 1), which is derived from Article 101, paragraph 3, of the Charter. The latest report on the subject was submitted pursuant to resolution 71/263, in which the Assembly requested the Secretary-General to present proposals for a comprehensive review of the system of desirable ranges, including by retaining or widening the current base number of Professional posts, with a view to establishing a more effective tool for ensuring equitable geographical distribution in relation to all posts financed through the regular budget.

84. The report of the Secretary-General sets out the steps for determining the desirable ranges and representation of individual Member States under the current system (A/73/372/Add.3, paras. 13–25). The report states that the system and related methodology approved by the General Assembly in its resolution 42/220 A has remained mostly unchanged since its adoption in 1987, establishing determinative factors of 55 per cent for contribution, 40 per cent for membership and 5 per cent for population (ibid., para. 12). The report also states that geographical posts, which originally stood at 2,700 on 1 January 1988, numbered 3,600 as at 31 December 2017 (ibid., para. 14).

85. Table 1 of the report provides a summary of options and scenarios for reviewing the system of desirable ranges consolidated since 1988. Table 2 provides, for the consideration of the General Assembly, scenarios for four groups, each containing four proposals, relating to a number of changes in the factors and weightings compared with the current system. The proposals are grouped according to changes in the base figure as follows: group 1: retaining the current base figure (3,600 posts); group 2: widening the base figure to include all international positions (16,800 posts); group 3: widening the base figure to include all international positions except language positions (15,900 posts); and group 4: widening the base figure to include all international positions except language and extrabudgetary positions (12,500 posts) (ibid., para. 26). Table 2 also provides a comparative summary of the groups and the scenarios for each group in terms of the potential impact on the representation status of Member States in the Secretariat.

86. The Secretary-General indicates that all proposals include an updated calculation of the lower and upper limits of the desirable range using the latest base figure and number of Member States, as previously recommended by the Secretary-General (see A/71/323/Add.2). The Secretary-General considers that the final decision regarding the factors and weights to be applied to the system of desirable ranges rests with the General Assembly and that further scenarios can be provided to facilitate deliberations (A/73/372/Add.3, para. 55).

87. **The Advisory Committee reiterates its view that the final policy decision regarding the system of desirable ranges rests with the General Assembly.**

Annex

Secretariat posts and positions by category, grade and funding source as at 31 December 2017

Category grade	*Regular budget*	*Other assessed*	*Extrabudgetary*	*Staff administered by UNDP[a]*	*Total*
Professional and higher					
USG	50	6	16		72
ASG	43	23	10	2	78
D-2	102	44	12		158
D-1	301	114	104	4	523
P-5	983	374	382	15	1 754
P-4	1 755	1 027	944	145	3 871
P-3	1 739	1 290	1 197	82	4 308
P-2	651	192	446	9	1 298
P-1	4		13		17
INT	250		186		436
R	5		23		28
T	23		153		176
Subtotal	**5 906**	**3 070**	**3 486**	**257**	**12 719**
Field Service					
FS-7	4	20			24
FS-6	85	335	3		423
FS-5	326	1 267	9		1 602
FS-4	307	1 301	5		1 613
FS-3	3	29	1		33
Subtotal	**725**	**2 952**	**18**		**3 695**
General Service and related					
NO-D	16	7	3	6	32
NO-C	76	152	30	63	321
NO-B	264	635	29	250	1178
NO-A	135	131	17	311	594
G-7	576	54	161	96	887
G-6	1672	458	613	470	3213
G-5	1964	2214	638	192	5008
G-4	1489	3435	408	103	5435
G-3	624	2135	155	108	3022
G-2	595	557	56	319	1527
G-1	30	1	1	1	33
TC	80		3		83
SS	285	3	8		296

Category grade	*Regular budget*	*Other assessed*	*Extrabudgetary*	*Staff administered by UNDP*[a]	*Total*
LT	33				33
PIA	29				29
Subtotal	**7 868**	**9 782**	**2 122**	**1 919**	**21 691**
Total	**14 499**	**15 804**	**5 626**	**2 176**	**38 105**

Abbreviations: ASG, Assistant Secretary-General; FS, Field Service; INT, Interpreter; LT, Language Teacher; NO, National Officer; PIA, Public Information Assistant; R, Reviser; SS, Security Service; T, Translator; TC, Trades and Crafts; UNDP, United Nations Development Programme; USG, Under-Secretary-General.

[a] Funding sources are not available in Umoja.